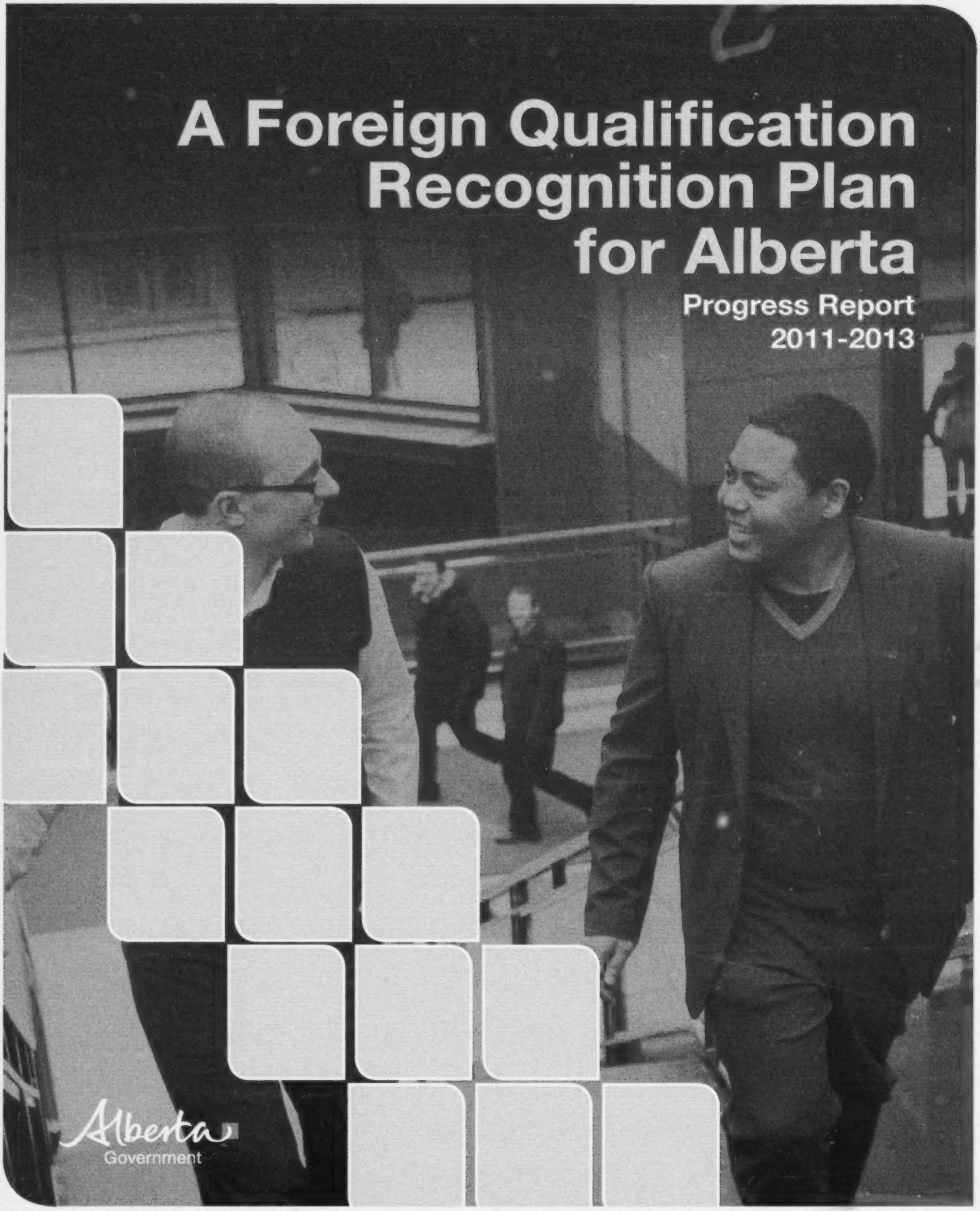

A Foreign Qualification Recognition Plan for Alberta

Progress Report 2011-2013

Alberta Government

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Minister Ric McIver
Jobs, Skills, Training and Labour

Minister's message

The past several years have marked some exciting milestones for our province. Alberta's population topped the four million mark and we have become Canada's third most popular destination for economic immigrants. It is no secret that these trends are driven by our vibrant economy and can-do spirit. However, we must continue to build Alberta's reputation as a great place to live and work. Maintaining a competitive edge in the global market increasingly means embracing diversity in the workplace and valuing international talent. To attract and retain this talent, it is crucial that incoming internationally trained professionals are able to contribute to the Alberta advantage.

It is the fifth year of A Foreign Qualification Recognition Plan for Alberta (FQR Plan), a Government of Alberta (GoA) strategy aimed at improving the processes that bring skilled immigrants into the workforce. Since the launch of the FQR Plan, the government has worked closely with various stakeholders towards seamlessly integrating internationally trained professionals into the provincial labour force through the timely and effective assessment of their qualifications.

Our collaborative effort has yielded some rewarding partnerships with employers, professional regulatory organizations, educational institutions, immigrant-serving organizations and other provincial and national stakeholders. Many important initiatives supported, proposed or implemented in collaboration with our partners, are highlighted in this report.

This work is paying dividends. Alberta has become a top destination, attracting professionals from across the world. Immigrants are increasingly able to fully use their education, skills and work experience in Alberta's workplaces. However, the key to continued success is the recognition that we've only just begun.

Making it happen

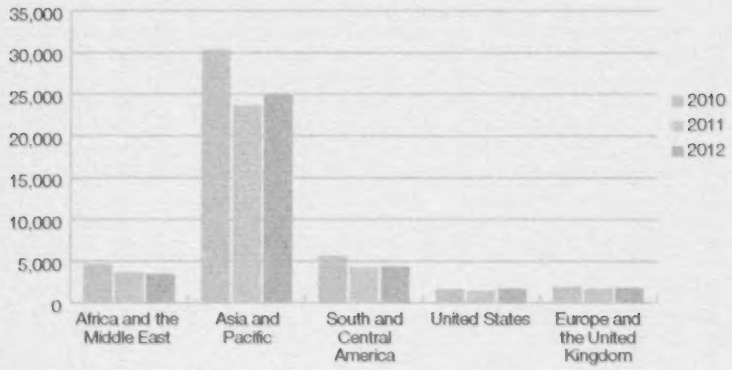
Alberta's continued strong economic performance has made the province increasingly attractive to the world's workers. With nearly 25,000 economic class immigrants in 2012, Alberta has joined Canada's top three most coveted destinations for skilled workers.[1]

Alberta's economic opportunities set us apart in the global competition for talent. For Alberta to maintain this competitive advantage and ensure our province benefits fully from internationally trained workers, it is crucial that talent matches up with those opportunities. For the past five years, *A Foreign Qualification Recognition Plan for Alberta* (FQR Plan) has been a key part of the Government of Alberta's efforts to facilitate successful labour market integration of newcomers.

Since the launch of the FQR Plan in 2008, the Government of Alberta has worked with stakeholders to streamline assessment processes, improve access to relevant and current information about qualification recognition processes and enhance the way Professional Regulatory Organizations (PROs) recognize internationally trained applicants. Furthermore, through grant funding and collaborative initiatives with PROs and employer organizations, significant progress has been made in helping immigrants enter the workforce by bridging gaps in education qualifications and supporting employers in creating inclusive workplaces.

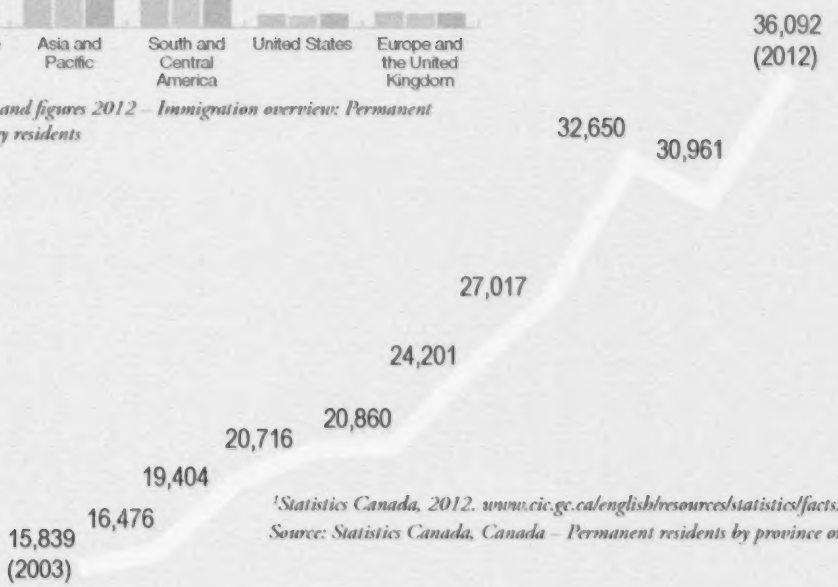
This progress report will detail some of the gains made in each of the FQR Plan's strategic areas, as well as set out some of the priorities for the coming year.

Immigration to Alberta by source area, 2010-2012



Source: Facts and figures 2012 – Immigration overview: Permanent and temporary residents

10-year trend: Immigration to Alberta, 2003-2012



[1]*Statistics Canada, 2012. www.cic.gc.ca/english/resources/statistics/facts2012/permanent/12.asp*

Source: Statistics Canada, Canada – Permanent residents by province or territory and source area, 2012.

FQR Plan at a glance

Since the FQR Plan's release and implementation in 2008, employers, educational institutions, PROs and immigrant-serving organizations have been increasingly engaged towards the successful integration of immigrants into the workforce. The Foreign Qualification Recognition Innovation Fund was established to support these stakeholders in developing the tools and resources required to improve foreign qualification recognition processes. The FQR Plan also supports and enhances broader government strategies that have complementary objectives.[2]

The Plan identifies collaborative and strategic actions that will help our province make significant progress towards matching talent and opportunities for immigrants.

What is the FQR Plan?

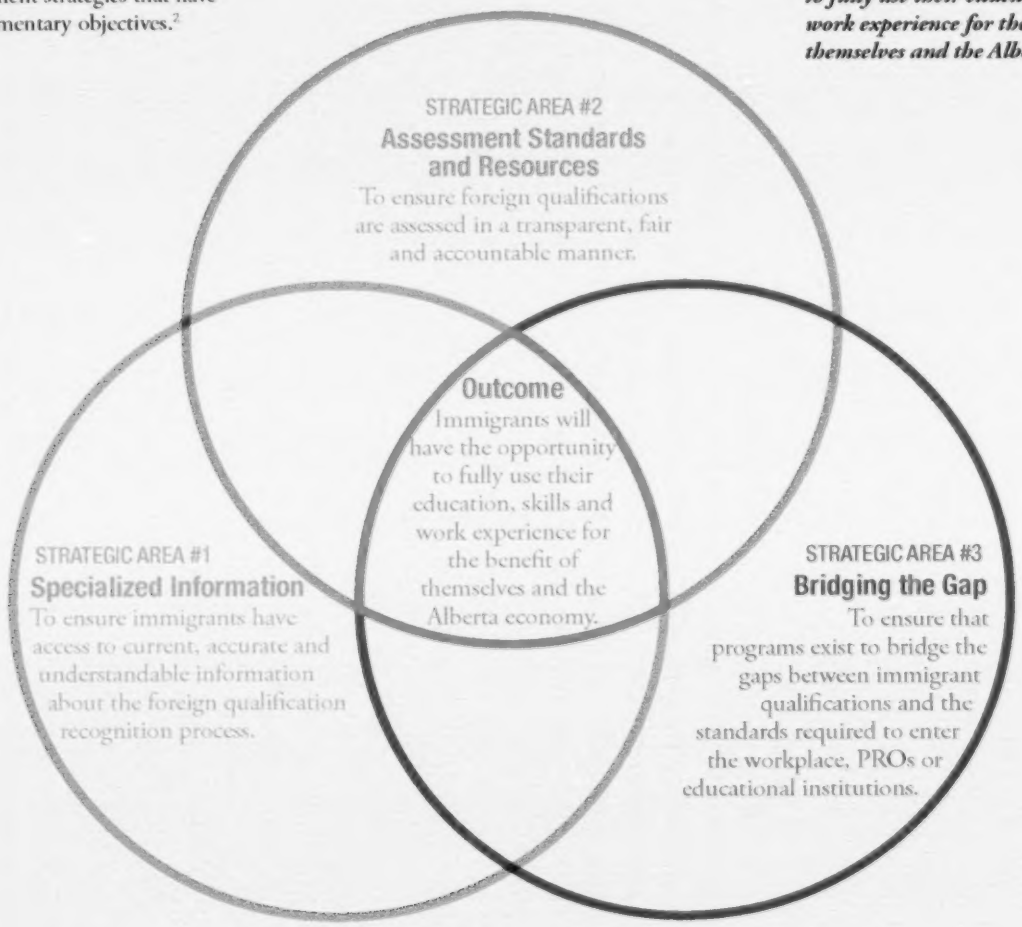
A provincial initiative that identifies strategic and collaborative actions to improve the labour market success of immigrants to Alberta. FQR is the process of verifying that the education, skills and experience obtained in another country meet the standards established for Canadian workers.

Who is involved in FQR?

- Government leadership and coordination
- Employers
- PROs
- Educational institutions
- Immigrant-serving organizations

How does it work?

The FQR Plan targets three strategic areas of focus set out in the diagram below. Significant progress and substantial results achieved in these areas support the following desired outcome: ***Immigrants will have the opportunity to fully use their education, skills and work experience for the benefit of themselves and the Alberta economy.***


STRATEGIC AREA #2
Assessment Standards and Resources
To ensure foreign qualifications are assessed in a transparent, fair and accountable manner.
Outcome
Immigrants will have the opportunity to fully use their education, skills and work experience for the benefit of themselves and the Alberta economy.
STRATEGIC AREA #1
Specialized Information
To ensure immigrants have access to current, accurate and understandable information about the foreign qualification recognition process.
STRATEGIC AREA #3
Bridging the Gap
To ensure that programs exist to bridge the gaps between immigrant qualifications and the standards required to enter the workplace, PROs or educational institutions.

[2]For example 'Supporting Immigrants and Immigration to Alberta' (SIIA), the province's immigration policy, launched in October 2005 and 'Building and Educating Tomorrow's Workforce' (BETW), 'Alberta's 10-year labour force strategy', issued in 2006.

Making it understood

The FQR Plan has been key in making complex assessment and recognition procedures easier to understand. Through funding for improved information resources, many licensing and certification processes have become clearer and easier to navigate.

96,000

workers possibly needed in the next ten years in Alberta[3]

Over the coming decade, Alberta could experience a labour shortage of approximately 96,000 workers.[3] Addressing this challenge will require attracting skilled workers from abroad and ensuring they have the resources to take full advantage of economic opportunities. The FQR Plan focuses on improving the quality of information about immigrating to and working in Alberta. Through the development and implementation of provincial and national strategies, the Government of Alberta has begun to help simplify and clarify FQR processes in Alberta for internationally trained workers. In particular, there has been an increase in access to resources for high-demand occupations, as well as enhanced access to online information.

[3]*Reference source: Alberta's Occupational Demand and Supply Outlook, 2013-2023. Found at http://work.alberta.ca/documents/occupational-demand-and-supply-outlook-2013-2023.pdf*

Pan-Canadian Framework

While individual provinces and territories regulate professions within their borders, Pan-Canadian initiatives seek to harmonize and streamline professional certification processes across Canada. Alberta continues to be instrumental in implementing *A Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications* (the Framework) to ensure that there is a complementary and collaborative relationship between the Framework and Alberta's FQR Plan. The Framework represents a joint commitment by federal, provincial and territorial governments to work together to improve the foreign qualification recognition systems in Canada. The Framework is available at www.esdc.gc.ca/eng/jobs/credential_recognition/docs/pcf.pdf.

Alberta has played an active role in determining target occupations and establishing key partnerships with regulators and key stakeholders to improve the FQR processes for those occupations. Regulators in all 14 target occupations, upon receipt of a complete application, have now committed to assess the qualifications of internationally educated applicants and, within one year, provide a decision. This decision will inform applicants whether they meet the standards for registration, if they need to meet additional requirements or if their qualifications are better suited to an alternative occupation more closely linked to their skills.

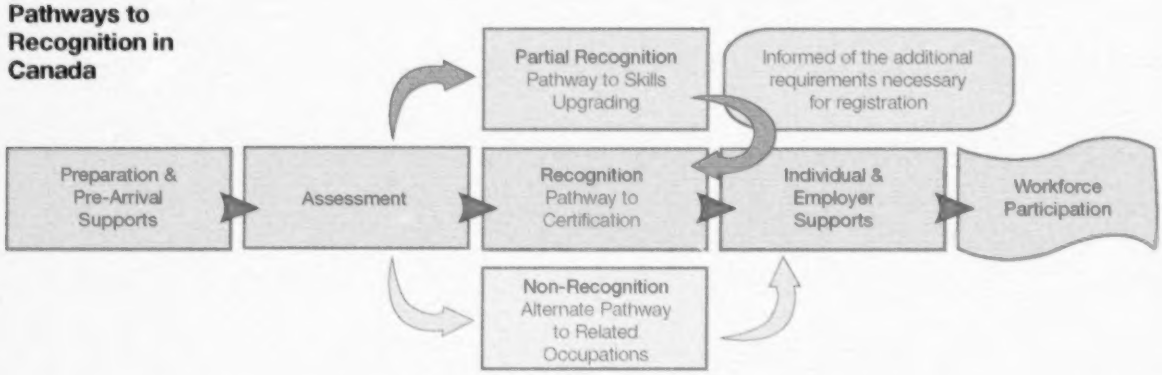
Target occupations identified for work under Pan-Canadian Framework, 2010-2012

by 12/31/2010	by 12/31/2012
Architects	Dentists
Engineers	Engineering technicians
Financial auditors & accountants	Licensed practical nurses
Medical laboratory technologists	Medical radiation technologists
Occupational therapists	Physicians
Pharmacists	Teachers (K-12)
Physiotherapists	
Registered nurses	

Under the Framework, Alberta has been a current or past member of many of the task teams for the above target occupations, including physicians, midwives, teachers, engineering technicians, dentists, and medical radiation technologists. The province is currently co-leading a trades task team and participating in a nationwide project to identify best practices and develop common processes for the assessment and recognition of the experience and credentials of internationally trained tradespeople.

The diagram below shows the Framework as viewed through the eyes of an individual seeking to put their foreign qualifications to use within the Canadian labour market. The Framework covers the steps and processes that individuals go through as they move along the pathway to qualification recognition, which increasingly begins before an individual's arrival in Canada.

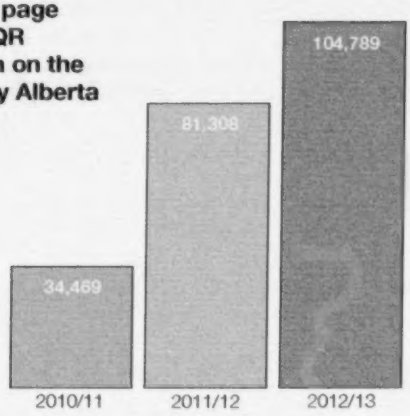
Pathways to Recognition in Canada



Specialized information — performance measures

The desired outcome is for immigrants to have easy access to current, accurate and understandable information on the steps to recognize foreign qualifications in Alberta.

Number of page views of FQR information on the Opportunity Alberta web portal



2015 target:

20% over 2010/11 results

Information for newcomers

Making a decision about where to settle requires easy access to the right kind of information. Potential immigrants can now find information and resources on moving to Alberta and working in their occupation on the Opportunity Alberta portal (www.AlbertaCanada.com/opportunity/working.aspx). Access to FQR information on the portal has substantially increased, with seven times more page views in 2012/13 compared to when the site was launched in 2010.

Other online initiatives included supporting the Working in Alberta Online Job Expo, hosted in Spring of 2013. This virtual event featured job postings from employers, Alberta Works and The Association of Professional Engineers and Geoscientists of Alberta (APEGA) along with information for newcomers on opportunities, credentials, licensing and requirements for working in Alberta.

"Coming to Alberta was not by chance, it was the result of a lot of research."
– Sam Barua, P.Eng., MBA, a mechanical engineer from India now living and working in Calgary, Alberta.

At the forefront with trades

Ensuring that immigrants understand what is required to come to Alberta and work in their trade has been part of a targeted Government of Alberta response to the province's skills shortage in the trades. Recently, fact sheets have been developed and published online regarding Alberta's trade certification process and Alberta's qualifications certificate program for internationally trained electricians, automotive service technicians and steamfitter-pipefitters. These fact sheets are available on www.tradesecrets.Alberta.ca.

Moving up with FQR

The recognition of international qualifications can lead to the rapid acceleration of an individual's career. Pipefitter Milo Quinon Delos Santos came to Canada having completed his apprenticeship and 10 years of work experience in the Philippines. He had no trouble finding a job in his field in Alberta and his employer worked with Alberta Apprenticeship and Industry Training to get Milo's qualifications recognized. After passing his Red Seal exam, Milo was promoted to foreman within a month. His rapid rise continued and he now works as a general foreman for Flint Energy in Fort McMurray.

FQR Innovation Fund

The Foreign Qualification Recognition Innovation Fund continues to fund projects to improve the abilities of Professional Regulatory Organizations (PROs) and Alberta employers to assess and recognize foreign qualifications.

Over $1.7 million in grants went to support 19 projects in the current reporting period (2011-13). One of these projects was to fund a position at APEGA for a Manager of Internationally Educated Graduates Integration and Liaison. This position has been so successful that APEGA has chosen to make it permanent and currently sustains it through its own funds.

"I've enjoyed working with people. It makes my day when I talk to someone and they say I had no idea what to do before I came to see you and now I understand. It is good to know I am making a difference."
– Guillermo Barreiro, Manager, Internationally Educated Graduates Integration and Liaison, APEGA

Profile: Guillermo Barreiro, Manager, Internationally Educated Graduates Integration and Liaison, APEGA

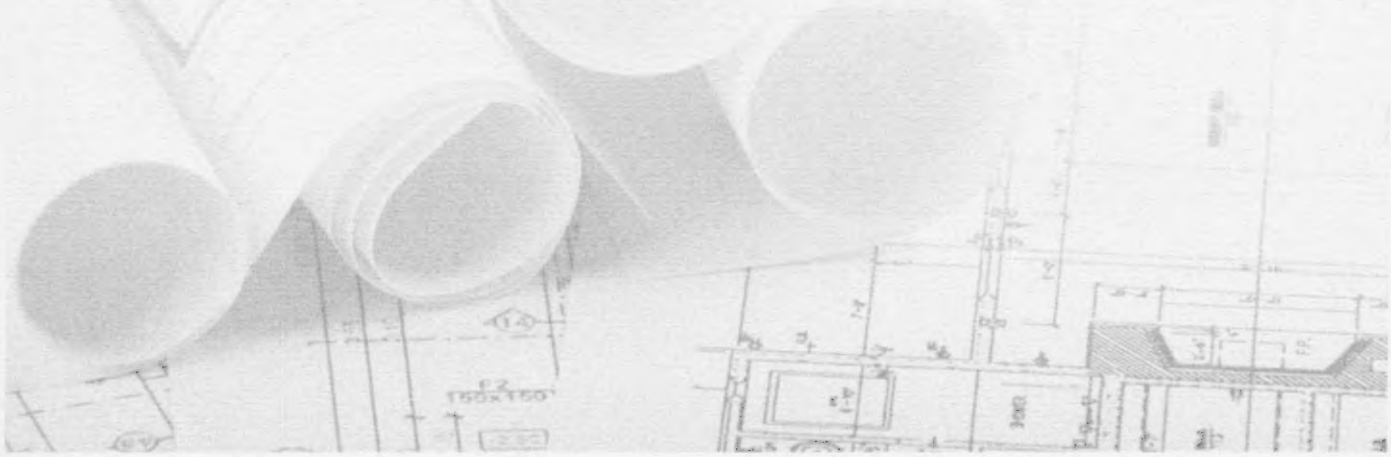
Guillermo Barreiro understands the challenges internationally educated graduates face because he was one of them himself. "When I was applying to APEGA I wished there was someone I could talk to," he says. His wish has now come true for APEGA's hundreds of international graduates.

As APEGA's Manager of Internationally Educated Graduates Integration and Liaison, Guillermo is now the go-to person for internationally educated professionals seeking to become licensed engineers and geoscientists in Alberta. Over the past year, he has met with 400 people, helping them navigate the registration process and has reached another 4,000 people through seminars to post-secondary institutions, immigrant-serving organizations and other stakeholder groups.

His engineering education has given him insight into what his clients need and he often gets positive feedback both in the form of comments and through numerous referrals.

The primary focus of Guillermo's job is helping internationally educated engineering and geoscientist professionals to become certified. Once professionals are licensed, APEGA has job boards and mentoring programs to help them succeed in the workforce.

For Guillermo, his job is very satisfying and he is glad that the organization has chosen to make it permanent after the initial FQR Innovation Fund pilot was completed.



Making it straight-forward

Through communication and collaboration with Professional Regulatory Organizations (PROs), immigrant-serving organizations and other stakeholders, the Alberta government has worked to simplify and expedite the assessment and recognition of foreign qualifications within the province.

The FQR Plan has helped PROs improve the timeliness of assessment and licensing – Feedback from the PRO Forum held in November 2012

Assessment standards and resources

New international education guides

Alberta has pioneered two key resources to improve understanding of foreign credentials.

International Education Guides (IEGs):

- are a comprehensive information resource on international educational systems and credentials, and
- support professional licensing bodies and educational institutions in making accurate and efficient decisions about international credentials.

Education Overview Guides (EOGs):

- provide an understanding of foreign-earned credentials for those who have no training or experience in credential assessment, and
- are targeted at employers.

The Government of Alberta has recently published IEGs and EOGs for Poland and the USA, and work is underway on an IEG for Mexico. In addition to those recently published, IEGs and EOGs exist for: China, Colombia, former USSR/Russian Federation, India, Nigeria, Pakistan, Philippines, South Korea, and the United Kingdom.

Trades recognition agreements for the USA and the Republic of Ireland

Agreements have now been signed with regulators in the USA and Ireland that make it easier for skilled tradespeople from these countries to work in their occupation in Alberta. After a comprehensive evaluation of training and certification standards for trade credentials of individuals from these countries, recognition is in place for boilermakers, electricians, ironworkers, steamfitter-pipefitters and welders from the USA and for plumbers and carpenters from the Republic of Ireland. Four additional trade credentials issued by the Republic of Ireland are currently under consideration.

Workshops

Workshops on foreign credential assessment designed to improve the ability of post-secondary institutions and Professional Regulatory Organizations (PROs) to make accurate, efficient and transparent decisions are delivered annually. The workshops promote best practices in credential assessment methodology, and also provide a forum for an open and constructive dialogue and information exchange among participants. The feedback from attendees has always been extremely positive. In 2012/13, 91 registrants from approximately 28 organizations participated in the workshops. One hundred per cent of the participants reported a good to excellent overall impression and said they would recommend the workshop to others.

100% *of participants would recommend the workshop to others*

Support for international medical graduates

The University of Calgary received a funding boost through the Alberta Government's Health Workforce Action Plan (HWAP) to allow international medical graduates (IMGs) who are permanent residents or Canadian citizens to participate in its Medical Communication Assessment Project (MCAP).

Many international graduates have difficulty passing the clinical examinations which are a key licensing requirement for medical practice in Alberta. The MCAP provides them with the communication and language requirements associated with Canadian medical practice.

MCAP was offered in-person from 2006 to 2011, with an online version of the program piloted in 2011. In 2012/13, MCAP Online Plus was offered as a fee-based service. Between 2006 and 2012/13, 345 IMGs participated in the program.

An analysis of participants who completed MCAP between 2006 and 2011 illustrates the success of the program. In the analysis, IMGs who completed MCAP showed large gains in clinical skills and very large gains in communication skills in their post-MCAP examination results as compared to their examination results prior to completing the program.[4]

[4] Reference source: Lake, Deirdre. (2013). Exploring Pathways to Sustainability: A Guide for Program Service Providers. Available at http://communication4integration.ca/publications/

Support for internationally educated accountants

Profile: Javier Vinsome, Diversity Advisor, Alberta Accountants Unification Agency, Certified General Accountants (CGA)

Sparked by funding from an Innovation Fund grant, Javier Vinsome's Diversity Advisor position has become a permanent fixture in the CGA. The reason is simple: great results.

Javier has applied his experience working in recruiting, evaluation and credit assessment, amongst other areas, to help internationally educated students make the transition into employment. The results of Javier's work are impressive.

"We closed much of the employment gap," says Javier, noting that internationally educated accountants historically had unemployment levels 5 per cent higher than their domestically educated counterparts. This gap narrowed to 3.8 per cent in 2012 as targeted support comprised of mentoring, resume reviews and workshops found its mark.

Retention in the CGA's professional program has also improved thanks to Javier's support. In 2012, international student retention increased by 8 per cent. This overall increase can account for approximately 132 additional international students remaining in the program. While their effects are harder to measure, high levels of attendance at networking workshops and rapid resume review events suggests people find them useful.

Javier will continue to make sure that an increasing number of newly certified accounting professionals make the successful transition from the program to employment.

Focus on self-assessment

The ability of internationally trained professionals to understand how their training will be assessed once they begin the certification process in Alberta is an important first step in the qualification recognition process. With information they obtain from self-assessment tools on the websites of various Professional Regulatory Organizations (PROs), internationally trained professionals are able to better understand the process they must undertake to become certified to work in their field. Accessing these tools prior to arrival in Canada will inform internationally educated professionals and enable them to get a head start on the certification process. Since 2009, the FQR Innovation Fund has provided funding to 10 PROs for tools that help individuals determine what they need for certification. The projects are listed in the table below.

Professional Regulatory Organization	FQR Innovation Fund project
Alberta Veterinary Medical Association (ABVMA)	An online self-assessment tool
The Association of Science and Engineering Technology Professionals of Alberta (ASET)	A competency based self-assessment tool
College and Association of Respiratory Therapists of Alberta (CARTA)	An online standardized self-assessment tool for language proficiency and an integrated competency assessment
College of Alberta Psychologists (CAP)	An online pre-assessment questionnaire that assists potential applicants in determining which application route best fits their individual circumstances
College of Dietitians of Alberta (CDA)	Self-assessment software allowing applicants to understand the competencies required for practice in Alberta
College of Licensed Practical Nurses of Alberta (CLPNA)	An online self-assessment tool
College of Opticians of Alberta (COA)	A gap analysis tool to help internationally trained professionals to determine what they need to become certified
College of Physicians and Surgeons of Alberta (CPSA)	An electronic competency-based assessment tool to conduct preliminary assessments of Family Medicine applicants
College of Registered Psychiatric Nurses of Alberta (CRPNA)	An online self-assessment tool
Society of Management Accountants of Alberta (CMA)	An online evaluation tool where potential applicants can select from various university courses they have taken and be provided an immediate evaluation of whether those courses meet the requirements to write a National Certified Management Accountants (CMA) entrance exam or if they could potentially be accepted into another CMA program

Making it work

Guided by the FQR Plan, the Government of Alberta has consistently funded and supported programs to enable immigrants to apply their existing qualifications towards professional certification. Through targeted education, immigrants are increasingly able to bridge their foreign qualifications to provincial standards and join the labour force in their chosen field.

"I am very happy that I learned about many new resources that we can use and that other institutions are having similar challenges and dealing with them the same way. It is nice to know we are not alone."
– Participant in the FQR Post-Secondary Institutions Roundtable, March 7, 2013.

How the FQR Plan has helped

Five roundtable discussions were held in March 2013 with approximately 70 key stakeholders from immigrant-serving organizations, post-secondary institutions and employers. Participants discussed the progress of the FQR Plan to date and identified further challenges and opportunities for improvement.

Feedback gathered from employers indicated a widespread belief that FQR has been integral in changing the mindset of Professional Regulatory Organizations (PROs), leading regulators to recognize the importance of investing resources and staff to improve the certification and therefore the employability of internationally trained workers.

Immigrant-serving organization representatives have noted that PROs are making greater efforts in promoting labour force diversification, both in attracting and in helping retain internationally trained workers. They are also pleased with the increased availability and accessibility to resources to answer questions around FQR. Improvements have been noted in areas such as:

- Pre-arrival information and supports
- Information available to applicants who have been through the Canadian Immigrant Integration Program (CIIP)
- Turnaround time for PRO assessments
- Access to bridging programs

Diversity in the workplace

Workplace diversity strengthens the competitive advantage of employers in Alberta by expanding access to a variety of skill sets, talents and knowledge and making new connections with potential markets. To engage employers and enhance their ability to integrate and retain immigrants, the Government of Alberta sponsored 77 workshops on workplace diversity and developed *Diversity and Inclusion in the Workplace*, an interactive online diversity training resource for employers. This tool was showcased to employers at the Employer Information Gathering and Job Fair event in Edmonton on October 19, 2012. The *Diversity and Inclusion in the Workplace* tool is available at www.eae.alberta.ca/apps/fqr/fqr/course.

Diversity tool website page visits

634
page visits in 2012

3,322
page visits in 2013

Percentage of job fair survey participants that agreed or strongly agreed with the following statements about the online diversity tool:

89%
I learned how cultural differences impact workplace interactions

77%
I learned how my own cultural identity impacts workplace interactions

89%
The content and examples in this online diversity training were useful and relevant to my workplace/ organization

89%
The online diversity training was interactive and engaging

100%
The online diversity training was easy to navigate and/or complete

Bridging the gap

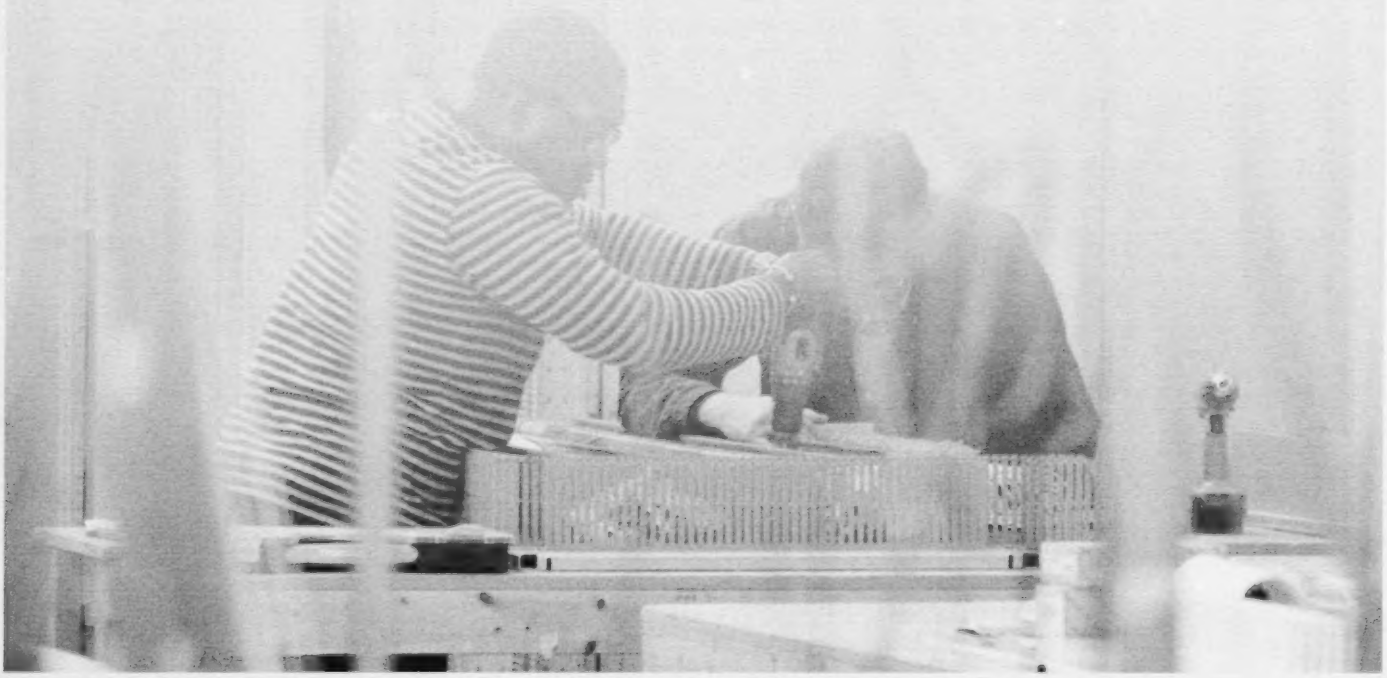
The focus on bridging within the FQR Plan and among stakeholders has led to several initiatives that will make it easier for immigrants with foreign qualifications to transition into the workforce. The following are examples of recent bridging initiatives.

Improving workplace English for transportation sector workers

Professional drivers who are new immigrants, speak English as a second language, and are accustomed to different professional terminology are often hired in the transportation sector. This has led to some unsafe work situations and workplace misunderstandings. In response to this challenge, the Alberta Motor Transport Association is developing a distance education interactive course to help newcomers improve workplace English proficiency. The course includes an English assessment, testing comprehension using situations related to the transportation sector, and training modules that focus on transportation practices/processes. Pictures, graphics and videos illustrate the lesson materials.

An evaluation for electricians

The Electrical Contractors Association of Alberta in partnership with the International Brotherhood of Electrical Workers set up an assessment booth at the Edmonton Electrical Industry Training Centre to test the practical skills of people that come from countries that do not have a registered apprenticeship system. The assessment is a hands-on evaluation of a person's electrical skills, allowing the candidate up to eight hours to complete a number of required tasks. Upon completion of the assessment, it is determined if the worker has the skills of a journeyperson electrician, or if they need to enter the Alberta apprenticeship system at some point to get their provincial trade certification.



Distance learning for physical therapists

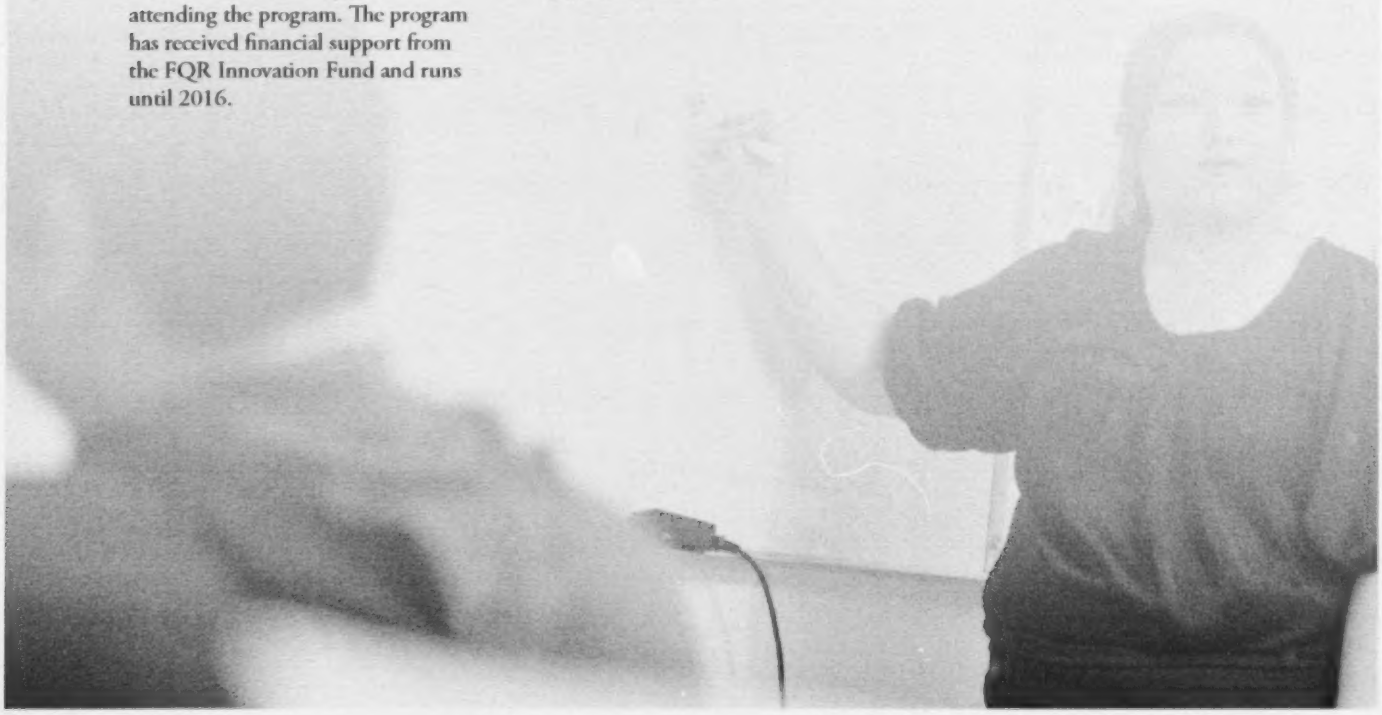
A part-time bridging program for internationally educated physical therapists has been developed by the College of Physical Therapists of Alberta and the University of Alberta's Department of Physical Therapy. Since 2011, students residing in different parts of the province have been able to complete the program. The format includes online learning modules, in-person lab work in Edmonton and Calgary connected by real time videoconferencing, regular weekly clinical mentorship visits and a full clinical placement experience at the end of the program. Participants, staff and mentors have reported very positive experiences. All participating students have passed the first course and all students who were employed at the start of the program were able to maintain their jobs while attending the program. The program has received financial support from the FQR Innovation Fund and runs until 2016.

Teacher bridging program

The University of Alberta will pilot a bridging program for teachers in the 2013/14 year. The program is based on one piloted successfully in Calgary and was developed in conjunction with the Edmonton Public and Catholic School Boards. The aim is to remove barriers to teacher certification and employment experienced by internationally educated teachers. The program is one year in length and includes teacher training and practical teaching experience in Alberta classrooms. Since its inception in 2010 at the University of Calgary, 57 internationally educated teachers have successfully completed the program and approximately two thirds of program participants have successfully secured some form of teaching employment in Alberta schools.

Directions for Immigrants at Bow Valley College

Directions for Immigrants is a program that informs immigrants about the accreditation process for their professions and how to find work in Alberta. Services provided at Directions for Immigrants include a resource centre, industry information sessions and study groups for licensing exams for physicians, nurses, pharmacists, medical lab technologists and engineers. Career and employment counselling assists immigrant professionals to create an accreditation and employment plan for their occupational area, provides a resume critiquing service and service management support after the immigrant has secured employment. Since October 2012, 75 industry specific career workshops have been held for non-health professions and 22 for health professions.



Making it better

In order to keep Alberta as a top destination for economic immigration, progress in integrating internationally trained professionals into the local labour force must continue. Through ongoing collaboration and engagement with stakeholders, the Government of Alberta remains committed to supporting initiatives within the strategic areas of the FQR Plan.

Future FQR priorities include:

Further improve FQR section of the Opportunity Alberta portal by expanding market research, fact sheets and resources for employers and potential immigrants

Strengthen pre-arrival supports, particularly online self-assessment tools that allow potential immigrants to measure their qualifications against the requirements of certifying bodies in Alberta

Maintain leadership on national initiatives, particularly the implementation of the Pan-Canadian Framework, to ensure mutual alignments between the Framework and Alberta's FQR Plan

Continue to develop International Education Guides, Education Overview Guides and other online resources on international educational credentials to help stakeholders better understand immigrants' qualifications

Increase opportunities for collaboration between stakeholders, including PROs, post-secondary institutions, employers and immigrant-serving organizations

Increase opportunities for training to develop PRO staff's knowledge, expertise, and assessment capacity in FQR

Continue support of FQR projects through the Innovation Fund

Improve sharing of assessment best practices through more frequent and targeted specialized forums focused on particular subject areas (e.g. online assessment models)

Enhance employer awareness and participation through continued engagement

Promote competency based assessments that include prior learning and experience

Appendix: FQR Innovation Fund projects summary (2011-2013)

Organization	Project description	Project status
Alberta College of Pharmacists (ACP)	Develop online ethics and jurisprudence learning module	In progress
Alberta College of Speech-Language Pathologists and Audiologists (ACSLPA)	Develop and implement online resources to assist internationally educated applicants in the process of successfully obtaining registration in Alberta	Complete
Alberta College of Speech-Language Pathologists and Audiologists (ACSLPA)	Develop resources to support successful outcomes for internationally educated registrants completing supervised practice requirements	Complete
The Association of Science and Engineering Technology Professionals of Alberta (ASET)	Offer technical report writing training and professional practice exam preparation for ASET's international applicants	Complete
Calgary Region Immigrant Employment Council (CRIEC)	Create and pilot a mentoring circles program focused on small and medium enterprises	In progress
Certified General Accountants Association of Alberta (CGA)	Connector program for internationally educated accountants	In progress
Certified General Accountants Association of Alberta (CGA)	Create a Diversity Advisor position to work towards improving the success of internationally educated professionals	Complete
College and Association of Respiratory Therapists of Alberta (CARTA)	Create an interactive online portal for self-assessment with information on registration criteria for internationally qualified health care professionals requesting to be registered as respiratory therapists	In progress
College of Alberta Psychologists (CAP)	Add database fields to capture scope of professional practice and client types	In progress
College of Dietitians of Alberta (CDA)	Create four web-based interactive bridging courses for internationally educated dieticians in collaboration with University of Alberta	In progress

Organization	Project description	Project status
College of Physical Therapists of Alberta (Physiotherapy Alberta)	Develop an interactive online portal for potential foreign trained applicants to be able to access self-assessment tools	Complete
College of Physical Therapists of Alberta (Physiotherapy Alberta)	Review and evaluation of international physiotherapy accreditation programs	In progress
College of Physical Therapists of Alberta (Physiotherapy Alberta)	Create a multiple-choice knowledge-based online evaluating exam for internationally educated physiotherapists giving access to the national qualifying exam	In progress
College of Registered Dental Hygienists of Alberta (CRDHA)	Create a new standardized process to assess the clinical competence of international dental hygiene program graduates who apply for registration in Alberta and other Canadian jurisdictions	In progress
Global Leadership Associates (GLA)	Create nine workplace cultural competency online training modules, three each aimed at employers and immigrants and a further three with cross-stakeholder issues. The training is activity and game-based	In progress
Human Resources Institute of Alberta (HRIA)	Provide four training sessions on hiring immigrants to human resources professionals and hiring managers, delivered both live and via webinar and develop an information toolkit for participants and for stakeholders unable to attend the sessions	In progress
Institute of Chartered Accountants of Alberta (ICAA)	Develop training seminars on technical report writing and how to succeed in the professional practice exam, which internationally educated applicants are required to pass to register in Alberta	Complete
Law Society of Alberta (LSA)	Conduct a needs assessment for support of foreign trained lawyers seeking admission to the Alberta Bar	Complete
Society of Management Accountants of Alberta (CMA)	Conduct focus groups to identify challenges with the accreditation process, provide diversity training to instructors and implement automated statistical reporting	Complete

Notes

For additional copies of this document, please contact Alberta Jobs, Skills, Training and Labour, Strategic Initiatives Unit at FQRPLAN@gov.ab.ca or download it from www.work.alberta.ca/fqr

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